MOC
Managerial and Organizational Cognition Division

2020 MOC Division Student Job Market Newsletter

Virtual Edition!

Newsletter Edited by Alex Bolinger

Thank you to the GDO Division for the inspiration for this format

2020 has been a year unlike any other, including the first-ever virtual Academy of Management Conference.

In this newsletter, the Managerial and Organizational Cognition (MOC) division has included brief bios that highlight the qualifications, research, and accomplishments of **10 job market candidates** this year. Contact information and links to their websites and social media are also provided—we encourage you to reach out to any of these candidates to learn more about them.

Several of this year's job market candidates got involved in the MOC division as MOC Ambassadors. **For more information or to volunteer as an MOC Ambassador, please contact Ben Walker at ben.walker@vuw.ac.nz**

We also invite you to check out, "The Tuesday Coolness," featuring 14 innovative papers in a quick-hitting, asynchronous format. And don't forget to check out our trademark "In the Rough" series of PDWs (see schedule at left).

Introducing "In the Rough" PDWs

Presenting in the Rough   Developing presentation skills
• Friday August 7 – from 12:00-2:00pm EDT – synchronous session.

Reviewing in the Rough   Developing reviewing skills
• Friday August 7 – from 2:00-4:00pm EDT – synchronous session.

Cognition in the Rough   Developing a research project
• A-synchronous session.

Teaching in the Rough   Developing classroom exercises/activities
• Saturday August 8 – from 10:00-12:00pm EDT – synchronous session.

Diamonds in the Rough   Developing the scholar
• Saturday August 8 – from 12:00-1:00pm EDT – synchronous session.

Entrepreneurial Cognition in the Rough   Developing a research project
• Saturday August 8 – from 4:00-5:30pm EDT – synchronous session.

Best of luck to our job candidates and thank you all for your participation in and support of the MOC division.

Stay safe and healthy!

Abhijeet Vadera, MOC Division Chair
Naomi Rothman, MOC Program Chair
Pauline Schilpzand, MOC PDW Chair

2020 MOC Students on the Job Market

Bina Ajay

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Bina is a Ph.D. Candidate in management at the Carl H. Linder College of Business at the University of Cincinnati (USA). She successfully defended her dissertation proposal in May 2020 and expects to graduate in the spring of 2021.

Her research interests include strategic leadership, corporate governance, entrepreneurship, and emotions. She is interested in teaching strategic management, international business, and entrepreneurship. Prior to joining the Ph.D. program, Bina worked in the industry for more than ten years and has experience in many functional areas, including strategy, business planning, project finance, audit, and taxation.

Suzi Ferreira Dias

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Suzi is a PhD Student in Business Administration (Intuition in social entrepreneurs' decision making) at Center University FEI - São Paulo. She has participated via a CAPES scholarship, supervision from Edson Sadao with co-supervision from Marta Sinclair (expert in intuition - Griffith University - Australia).

Suzi's research interests include intuition in decision-making, social business, entrepreneurship, teaching and learning in higher education. She also has more than 10 years of experience in companies, also has experience in teaching, research, article reviewer, presenting at conferences and delivering lectures at institutions such as ESAGS/FGV, FEI and UFABC.

In 2018, she received the award for "Best Paper of the Congresso Internacional de Empreendedorismo e Inovação".

2020 MOC Students on the Job Market

Greg Fetzer

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a/bc.edu/greg-fetzer/

I am a doctoral candidate in the Carroll School of Management at Boston College. My research lies at the intersection of meaningful work and creativity; I address questions related to how people experience and engage in the creative process and how they find significance and worth in their work. I specialize in utilizing in-depth, inductive field studies to discover new and undertheorized processes related to these two research areas.

Some of my current projects include exploring how designers make sense of their creativity in the shadow of an eminent mentor, and how modern craftspeople find meaningfulness in their work. My dissertation focuses on teams working on creative projects with very long timelines, usually a year or longer (e.g. medical device development, robotics, drug discovery). Using longitudinal interview and observational data, I explore how they interpret progress, feedback, and failure as they attempt to achieve innovative goals.

Lydia Hagtvedt

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I research the future of work (development and application of digital technologies, such as AI), creativity, and curiosity using quantitative and qualitative methods. My dissertation is an inductive study of how individuals developing AI navigate the potential harms posed by their work (dissertation committee: Spencer Harrison [Co-Chair], Michael Pratt [Co-Chair], and Teresa Amabile).

I have published a quantitative exploration of the relationship between specific curiosity and creativity (Hagtvedt, Dossinger, Harrison, & Huang, 2019, OBHDP), and I have two papers with revisions at Administrative Science Quarterly in addition to other work in progress. I received my Ph.D. from the Management & Organization Department of the Boston College Carroll School of Management in December of 2019.

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2020 MOC Students on the Job Market

Charlotte Hoopes

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Charlotte Hoopes is a Post-Doctoral Scholar at the Darden School of Business at the University of Virginia. She also currently teaches Organizational Behavior in the Integrated Core Experience (ICE) at UVA's McIntire School of Commerce.

Charlotte's primary research interests lie within the area of person-environment (P-E) fit, particularly the dynamic aspects of fit, including demands-abilities (D-A) fit, and how fit perceptions develop day-to-day and change over time. In addition to P-E fit, Charlotte has examined topics related to leadership, communication, and teams.

Charlotte earned her PhD from the University of North Carolina at Chapel Hill and MBA and Bachelor of Science in Accounting degrees from Brigham Young University. Before academia, she worked for several years in accounting and finance positions at Ernst & Young (Boston), Ancestry.com, and Zions Bancorp.

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Benjamin Innis

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Benjamin's research explores how novel, innovative, and/or disruptive ideas and practices diffuse through, are legitimated into, and affect existing systems of meaning. Drawing on practice theory and institutional theory, he studies empirical phenomena such as category change and institutionalization/deinstitutionalization. Contextually, he focuses on fields of cultural production, particularly popular music.

Using a combination of archival material and semi-structured interviews, he employs inductive analytical methods in conjunction with content analysis and qualitative comparative analysis to build upon and generate new theory.

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2020 MOC Students on the Job Market

Karren Knowlton

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Karren Knowlton is a Ph.D. candidate in Management at The Wharton School, University of Pennsylvania, seeking a tenure-track assistant professor position at a research-focused university.

Her primary research stream explores pathways to diminishing intergroup inequality in the workplace. Within this stream, Karren's dissertation examines why and how individuals might act as agents toward greater equality, investigating what leads minorities to become trailblazers, particularly when they may otherwise feel like tokens. In a second research stream, she also studies the multi-level, microdynamic processes of teams and groups. She utilizes a variety of methodologies, primarily field surveys and experiments and also archival analysis and qualitative interviews when appropriate.

Karren holds an MBA and a B.S. in mechanical engineering, both from Washington University in St. Louis, and previously worked as an engineer for Nike, Inc.

Mercedes McBride

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S. Mercedes McBride is a Doctoral Candidate in the Department of Organizational Behavior in the Weatherhead School of Management of Case Western Reserve University, after having received her Master of Science in Organization Development from Pepperdine University.

Her research interests ultimately center on liberating narratives that enable employees to be their best selves and do their best work. This manifests in looking critically at narratives as a form of organizing that both free and oppress organizational members, whether organizational-level narratives that guide multi-team systems and decision-making structures, or micro-level narratives that include 'fear narratives©'—that is, individual stories of self-doubt and uncertainty that can get enacted at, and can have negative impact on, work.

Mercedes has worked for and consulted with Fortune 500 and Global 500 companies and coached for leadership development for over two decades before transitioning to academia. She has taught Masters level courses, both online and in-person, in organization theory and organizational behavior at both Pepperdine University and Case Western Reserve University, and is an award-winning researcher and public speaker. She is also a certified life coach and executive coach.

2020 MOC Students on the Job Market

Keimei Sugiyama

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Keimei Sugiyama is a post-doctoral research associate at the D'Amore-McKim School of Business at Northeastern University. Prior to joining D'Amore-McKim, she completed her Ph.D. in Organizational Behavior at the Weatherhead School of Management at Case Western Reserve University.

Her research interests lie at the intersection of diversity and inclusion, careers, identity and work-life issues. Her research has been published in outlets such at the *Academy of Management Review*, the *Journal of Organizational Behavior*, the *Journal of Vocational Behavior*, the *Journal of Management Education*, and *Business Horizons*. She has won several awards for her research, including the Arnon Reichers Best Student Paper Award in the Careers Division of the Academy of Management and the Outstanding Dissertation Research Proposal Award from the Weatherhead School. Her teaching interests include Organizational Behavior, Diversity and Inclusion, Human Resource Management, and Qualitative Methods.

Jack Zhang

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Jack Zhang is a Ph.D. candidate of organizational behavior at the Olin Business School of Washington University in St. Louis. His research interests involve socially impactful topics (creativity evaluation, meaningful work, gender) at various levels (individuals, dyads, groups). In his dissertation funded by the Bauer Leadership Center, he conducts a mixed-methods study (grounded theory and field survey) to understand how employees of different work orientations (job, career, calling) react differently to furlough under the impact of COVID-19.

His work is in various stages of review at *Personnel Psychology*, *Management Science*, *Administrative Science Quarterly*, and *Journal of Applied Psychology*. His paper presentation was selected for inclusion in the *Best Paper Proceedings*. One symposium he co-organized about evaluation of creative ideas was selected in the final list of *Best Submission with Practical Implications for Organizations*; a second symposium about multiparty negotiations was selected as a *Showcase Symposium*. He has independently taught a semester-long undergraduate course on negotiation.